

Unclassified Public Hearing Minutes

Wednesday, July 6, 2005

Public Hearing Agenda # 001

Good morning everyone.

My name is Anthony Bucci and I am the State Personnel Administrator and I am employed at the Rhode Island Department of Administration.

I am here today to conduct an “Unclassified” Public Hearing on behalf of Beverly E. Najarian, Director of the Department of Administration. This hearing is being conducted pursuant to Chapter 36-4 of the Rhode Island General Laws, specifically Sections 36-4-16 and 36-4-16.2.

For the record, today is Wednesday, July 6th 2005 at 9:15am and Notice of this Public Hearing was posted on Monday, June 27, 2005 at the Department of Administration, the State House Library and filed with the Secretary of State’s Office.

Specific proposals are contained in Public Hearing Agenda #001. Copies of the Agenda are available if anyone needs a copy.

The purpose of this Hearing is to allow for public comments concerning Proposed Amendments to the Unclassified Service Classification and Pay Plan. These amendments only affect

employees who are in the unclassified service and who are members of Council 94 of the American Federation of State, County, Municipal Employees, AFL – CIO.

There are two sections with amendments on the agenda for consideration and comment. These include:

SECTION I includes General Salary Increases occurring as a result of a negotiated wage settlement ratified on Friday, June 24, 2005 due to collective bargaining between the State of Rhode Island and Council 94.

SECTION II includes actions surrounding the implementation of a court ordered wage settlement agreement between the Department of Administration and Council 94 on behalf of Local 2409 Rhode Island Deputy Sheriffs concerning Title, Pay Grade, Workweek and Wage Scale Adjustments.

In terms of process, it is important to note that all comments will be “recorded” and this record shall be “reviewed” by the Director of the Department of Administration and the Governor of the State of Rhode Island. Subsequently, a final decision will be made and that decision will be implemented.

If you wish to make a comment on the Proposed Amendments, I ask that you:

- 1. please step up to the microphone at the front of the room,**
- 2. please identify yourself and “spell” your last name for the record and**
- 3. if you are representing an organization please identify that organization.**
- 4. Finally, if you have any “written comments” you are welcome to provide a copy.**

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Section I specifically involves the negotiated general salary increases for all classified service organized employees of the Rhode Island Council 94, A.F.S.C.M.E., AFL – CIO. These are as follows:

- ACROSS -THE - BOARD BASE WAGE INCREASE OF ONE AND ONE HALF PERCENT**

(1 ½ %) EFFECTIVE SUNDAY, JUNE 27, 2004

- ACROSS -THE - BOARD WAGE INCREASE OF TWO AND ONE HALF PERCENT**

(2 ½ %) EFFECTIVE SATURDAY, JUNE 25, 2005, BASED ON BASE WAGES AS OF SATURDAY, JUNE 26, 2004

• ACROSS -THE - BOARD BASE WAGE INCREASE OF FOUR PERCENT (4%) EFFECTIVE SUNDAY, JUNE 26, 2005

• ACROSS -THE - BOARD BASE WAGE INCREASE OF THREE PERCENT (3%) EFFECTIVE SUNDAY, JUNE 25, 2006

• ACROSS -THE - BOARD BASE WAGE INCREASE OF THREE PERCENT (3%) EFFECTIVE SUNDAY, JUNE 24, 2007

Are there any comments on Section I? Hearing no comments, I will move to Section II.

Section II specifically involves the court ordered negotiated wage settlement agreement between the Department of Administration and Council 94 on behalf of Local 2409 Rhode Island Deputy Sheriffs involving title, pay grade, workweek and wage scale adjustments to be effective on Sunday, July 24, 2005 within the Division of Sheriffs. These are as follows:

This section captures the new hierarchy and new workweeks of the Division.

• Deputy Sheriff II to Deputy Sheriff *Pay Grade 318 to Pay Grade 624***

- Deputy Sheriff - Sergeant *Pay Grade 321 to Pay Grade 626***
- Deputy Sheriff - Lieutenant *Pay Grade 323 to Pay Grade 628***
- Deputy Sheriff - Captain *Pay Grade 325 to Pay Grade 630***

- Deputy Marshal to Deputy Sheriff **Pay Grade 621 to Pay Grade 624***
- Deputy Marshal Sergeant to Deputy Sheriff Sergeant **Pay Grade 623 to Pay Grade 626***
- Deputy Marshal Lieutenant to Deputy Sheriff Lieutenant **Pay Grade 625 to Pay Grade 628***
- Deputy Marshal Captain to Deputy Sheriff Captain **Pay Grade 627 to Pay Grade 630***
- Chief Deputy Marshal to Deputy Sheriff - Major *****Pay Grade 631 to Pay Grade 631*****

- * 35 hour standard workweek
- ** 40 hour standard workweek
- *** 40 hour standard workweek and 35 hour standard workweek (salary adjusted for 35 hour workweek)
- **** nonstandard workweek

This section creates a ...

NEW TITLE:

Deputy Sheriff Pay Grade 624

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This section involves...

TITLE & PAY GRADE CHANGES:

Deputy Sheriff II to Deputy Sheriff Pay Grade 318 to Pay Grade 624

Deputy Marshal to Deputy Sheriff Pay Grade 621 to Pay Grade 624

Deputy Marshal Sergeant to Deputy Sheriff Sergeant Pay Grade 623 to Pay Grade 626

Deputy Marshal Lieutenant to Deputy Sheriff Lieutenant Pay Grade 625 to Pay Grade 628

Deputy Marshal Captain to Deputy Sheriff Captain Pay Grade 627 to Pay Grade 630

This section involves...

PAY GRADE CHANGES ONLY:

Deputy Sheriff – Sergeant Pay Grade 321 to Pay Grade 626

Deputy Sheriff – Lieutenant Pay Grade 323 to Pay Grade 628

Deputy Sheriff – Captain Pay Grade 325 to Pay Grade 630

This section involves...

TITLE CHANGE ONLY:

Chief Deputy Marshal to Deputy Sheriff – Major

This section involves...

REALLOCATIONS:

Administrative Assistant to Senior Clerk *Pay Grade 305 to Pay Grade 308*

The class listed in the agenda is “Administrative Assistant”. The class should have been listed as “Administrative Aide” moving to “Senior Clerk”.

This section involves the...

CREATION OF NEW UNCLASSIFIED WAGE SCALE 600:

- **15 step range**
- **25 years to achieve top step**
- **longevity program incorporated**

Are there any comments on Section II involving the Division of Sheriffs?

Mr. Cliff Monteiro: He is a retired Deputy Sheriff. He questions if there is provision for wage retroactivity back to the year 2001 when the reorganization was first passed into law.

Mr. Bucci responds: No, there will be no retroactive wage increases. Implementation of the negotiated agreement is prospective and shall take effect on Sunday, July 24, 2005.

Are there any other comments on Section II involving the Division of

Sheriffs?

Hearing no comments, I declare this hearing closed. The time is now 9:30 am.

Respectfully submitted,

Anthony A. Bucci

Personnel Administrator